

OC&S TOWN HALL MEETING

BRAC UPDATE 2007



BG REBECCA HALSTEAD
Chief of Ordnance

Sep 07





AGENDA

- Opening Remarks / “ROE” - **CG**
- SCOE Update - **Mr. Bill Moore, CASCOM**
- Civilian Personnel Update - **Mr. Walt Dane, CASCOM**
- Closing Thoughts - **CG**
- Panel Q & A - **All**

OC&S MISSION



- ✓ Train and support the Army's Ordnance leaders, soldiers, and civilians.
- ✓ Develop the future full spectrum maintenance, munitions, and EOD force from field through depot operations for joint and combined environment.

Chief of Ordnance

Priorities

- ★ **Safety**
- ★ **BRAC**
- ★ **Transforming the Training Environment**
- ★ **Shaping our Core Competencies**
- ★ **Direct Support to the Operational Army**



Key Challenges



- **18 Month construction duration**
- **Funding early in the FY (especially FY08, 10)**
- **Personnel Impact**
- **Synchronizing all the moving parts**
- **Movement planner**
- **Change is good -> use BRAC to exploit success. . . 21st Century Training environment**



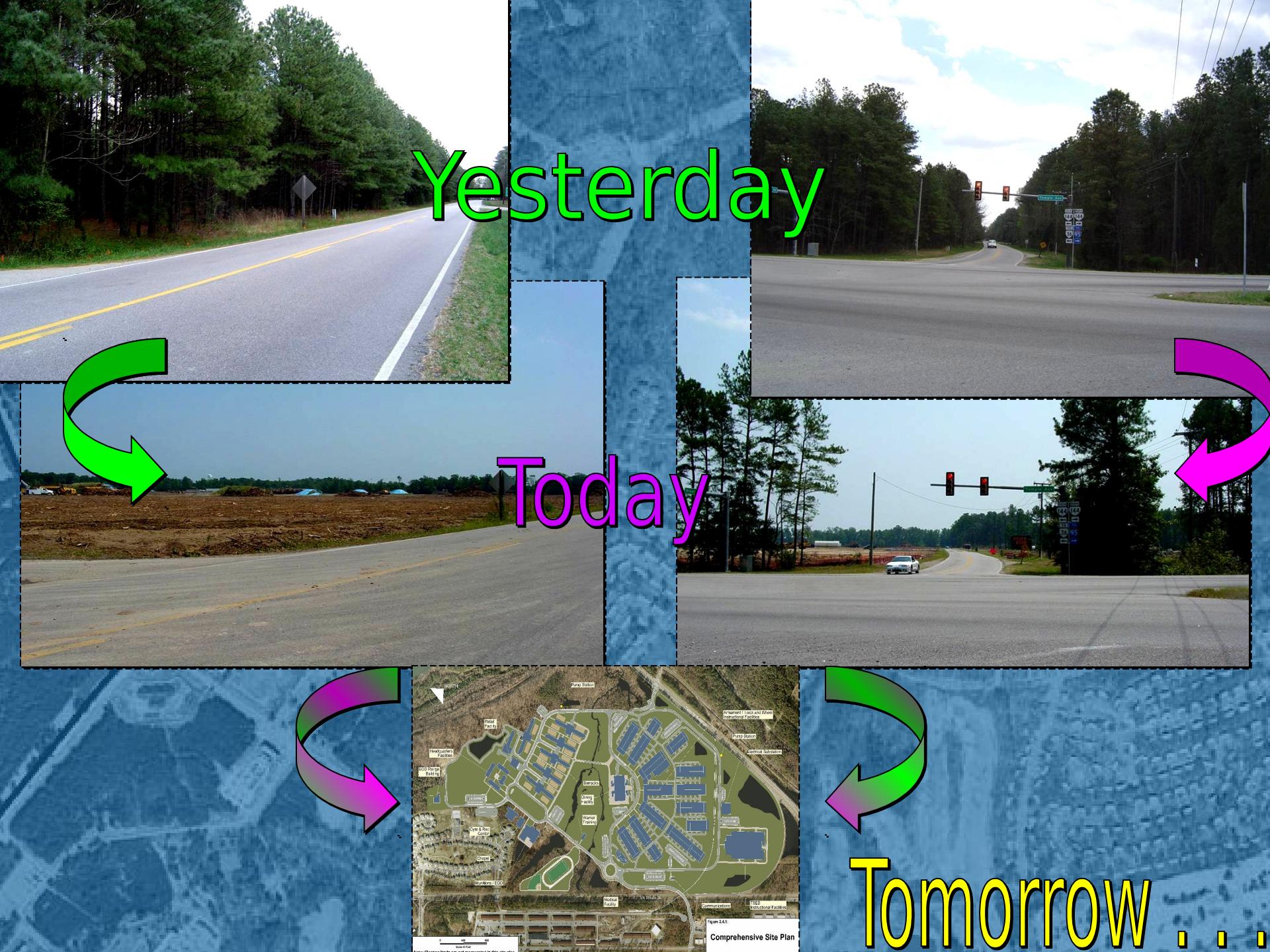
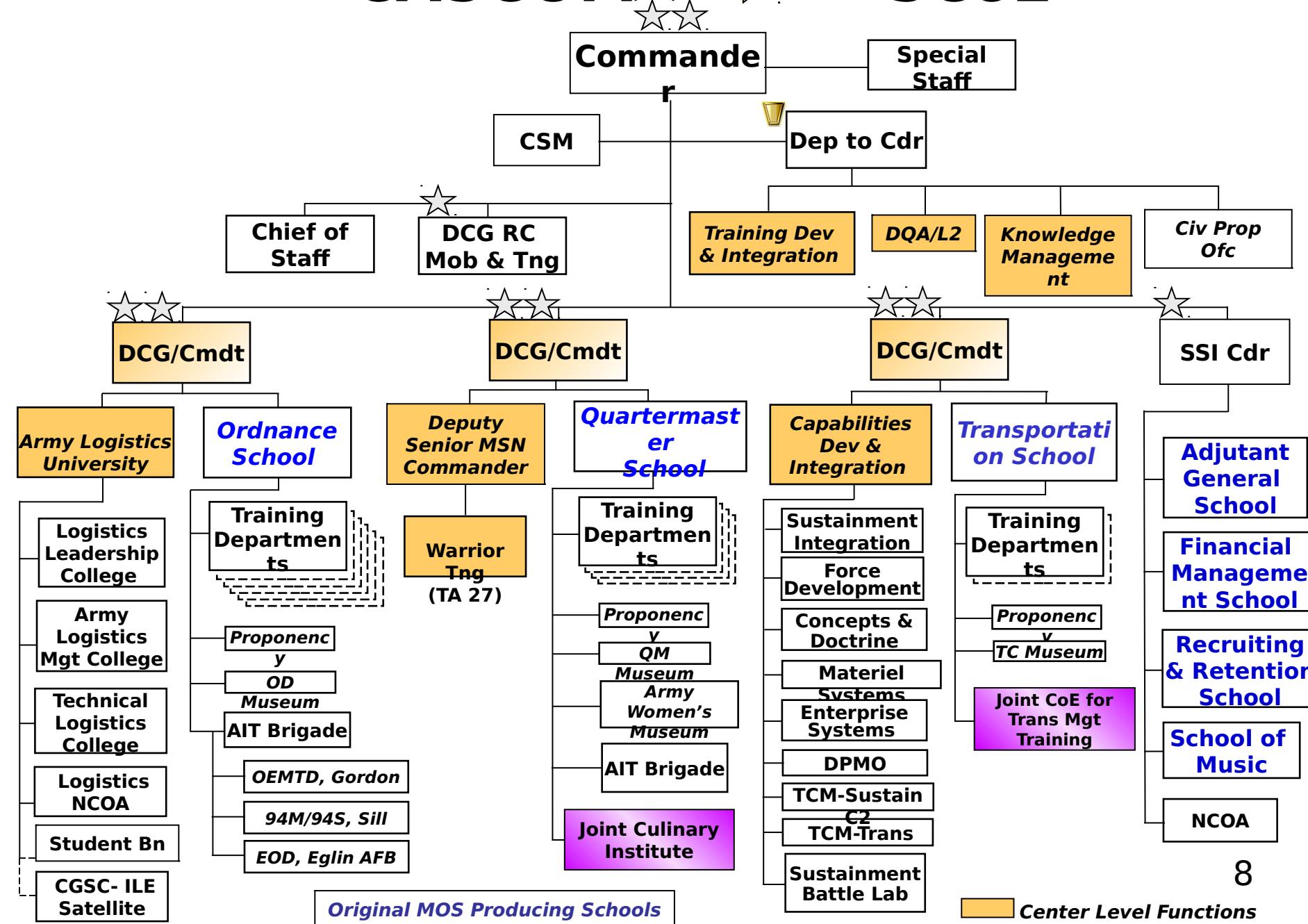




Figure 3.4.1:

Comprehensive Site Plan

CASCOM SCoE





United States Army Combined Arms Support Command

Town Hall Meeting

**Mr. William Moore, SES
Deputy to the Commanding General,
U.S. Army Combined Arms Support Command**

*Supporting a Campaign Quality Army with Joint and
Expeditionary Log Capabilities*

The CASCOM Leadership Team



MG Mitchell Stevenson

Commanding General
Combined Arms Support
Command



BG(P) Chambers
Commandant
Transportation
Center and School



Mr. Moore
Deputy to CG
CASCOM



CSM Aubain
Command Sergeant
Major
CASCOM



COL(P) Trombetta
Deputy CG,
Mobilization &
Training
CASCOM



COL Richardson
Commandant
Army Logistics
Management College



BG Halstead
Commandant
Ordnance Center
and Schools



BG Bellini
Commandant
Quartermaster
Center and School



COL Walker
Commandant
Soldier Support
Institute

CASCOM Mission and Vision

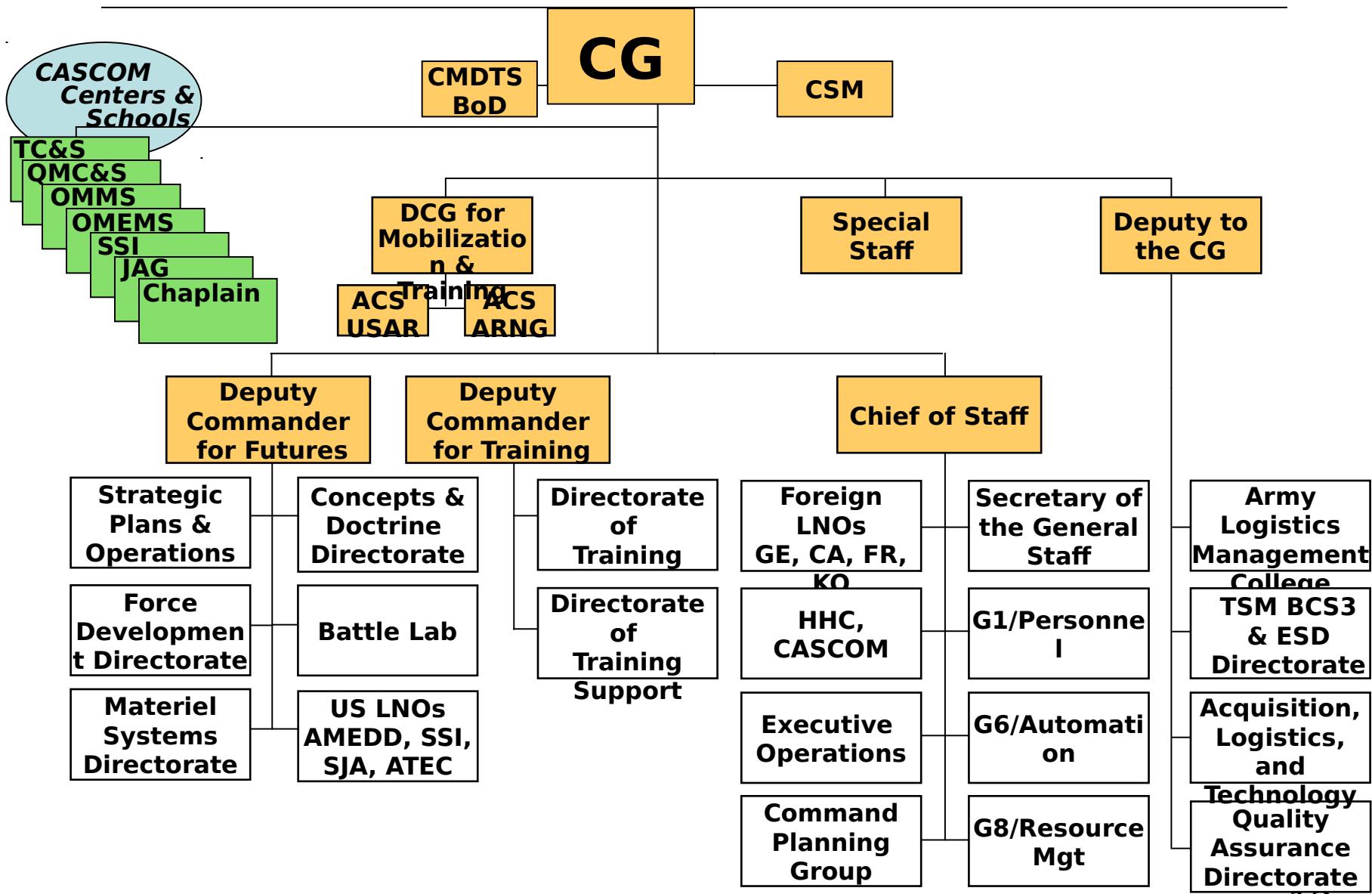
MISSION

CASCOM provides Training and Leader Development, and develops concepts, doctrine, organizations, life-long learning, and materiel solutions, to provide the Combat Service Support to sustain a campaign quality Army with joint and expeditionary capabilities.

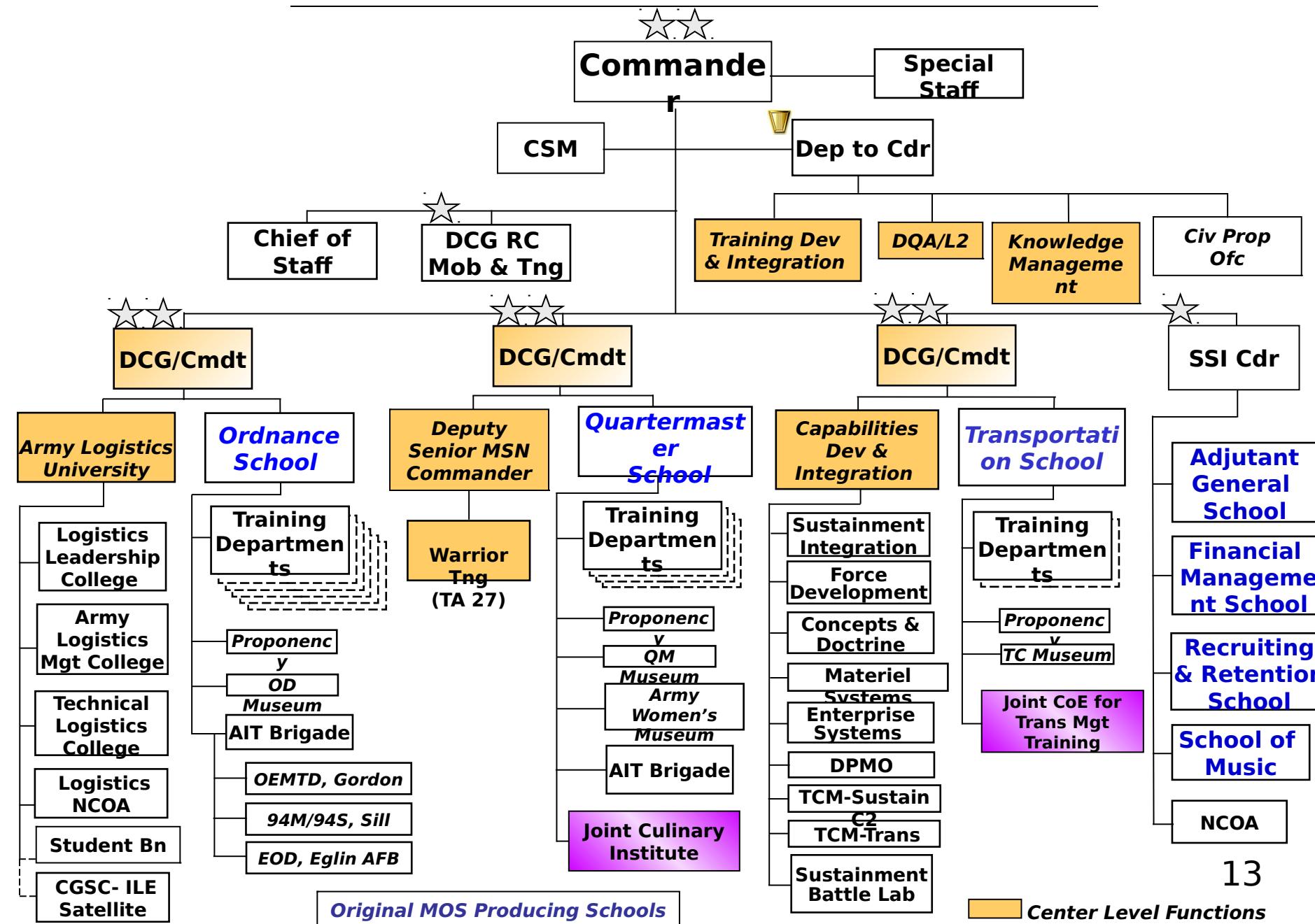
VISION

Support Starts Here! CASCOM is a world-class training and combat development organization transforming into a Sustainment Center of Excellence, shaping the Army's Combat Service Support capabilities to meet the needs of a Nation at war, while anticipating solutions to tomorrow's requirements.

CASCOM Today



CASCOM → SCoE



Creating the SCoE

Mission

- Relocate the Ordnance Center and Schools from APG, MD and RSA, AL.
- Relocate the TC School (-) from Fort Eustis, VA.
- Integrate relocating schools with the QM Center and School, the Army Logistics Management College, and CASCOM to establish the Sustainment Center of Excellence.



Air Force & Navy
Culinary Schools
Great Lakes, IL



Air Force Trans Mgt
Lackland AFB, TX
San Antonio, TX;
Hopewell, VA; &
Virginia Beach, VA



DeCA



DCMA

Alexandria, VA



Aberdeen, MD



Edgewood, MD

Redstone Arsenal, AL



14

How the SCOE is Consolidating

CURRENT

X

4 Brigades

II

10 Battalions



4 NCOAs



17 Training Depts



4 Warrior Tng Areas

FUTURE

X

2 Brigades

II

7 Battalions



1 NCOA



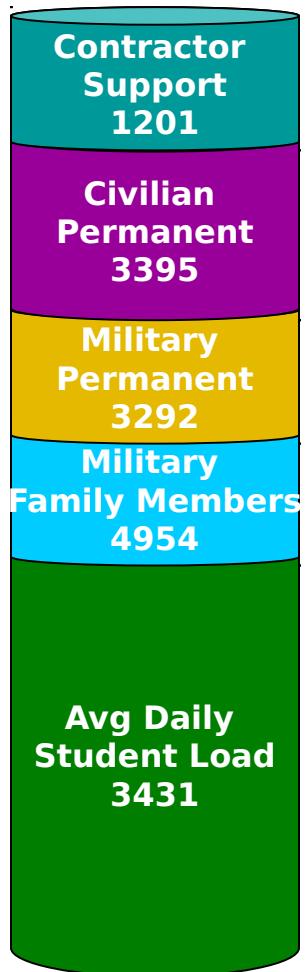
12 Training Depts



1 Warrior Tng Area

Population Impacts

Fort Lee 2011
32,394



Fort Lee 2005
16,273

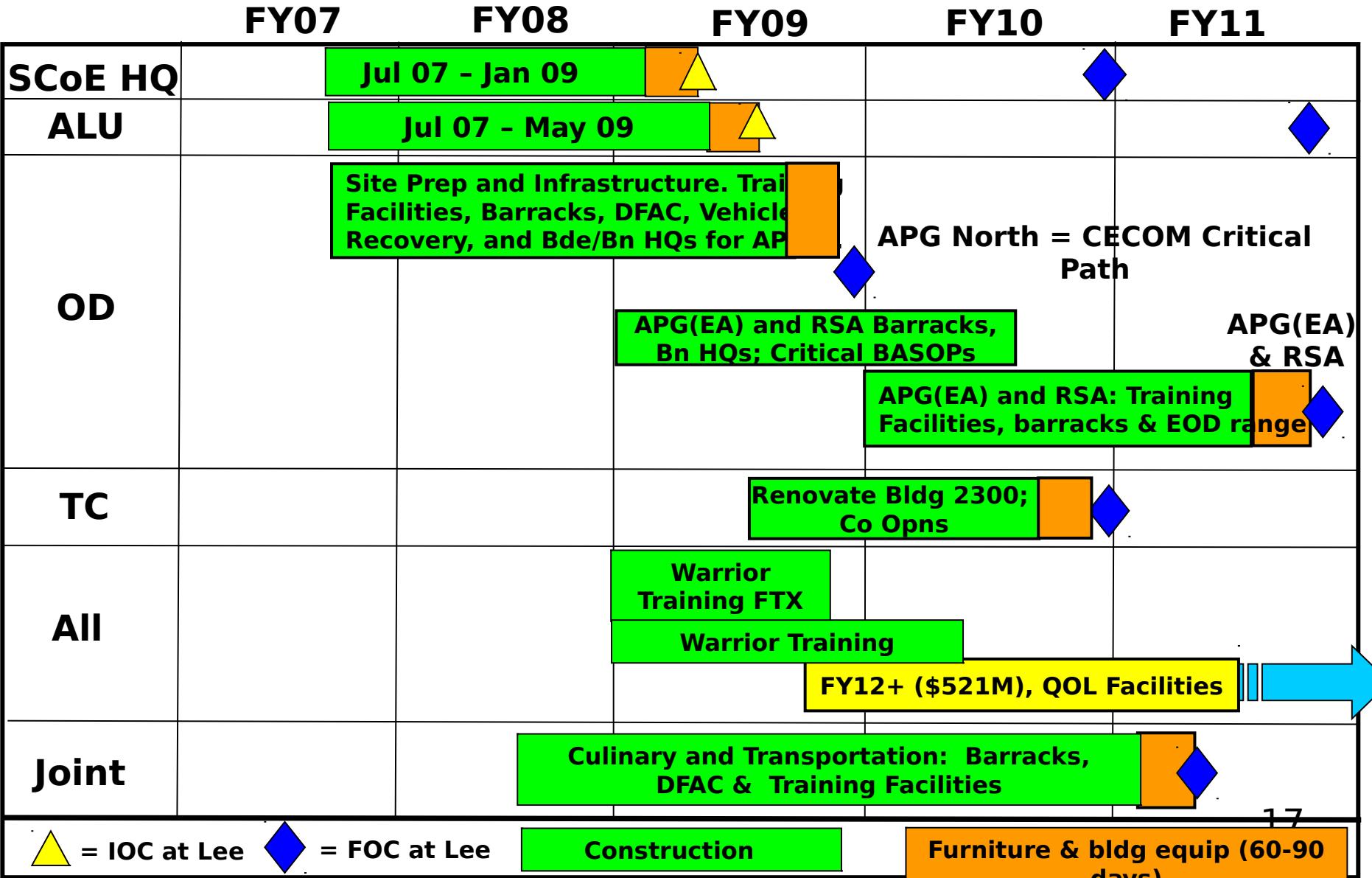
Population estimates as of 14 Aug
07



*Includes required BASOPS staffing growth

**Includes growth other than BRAC

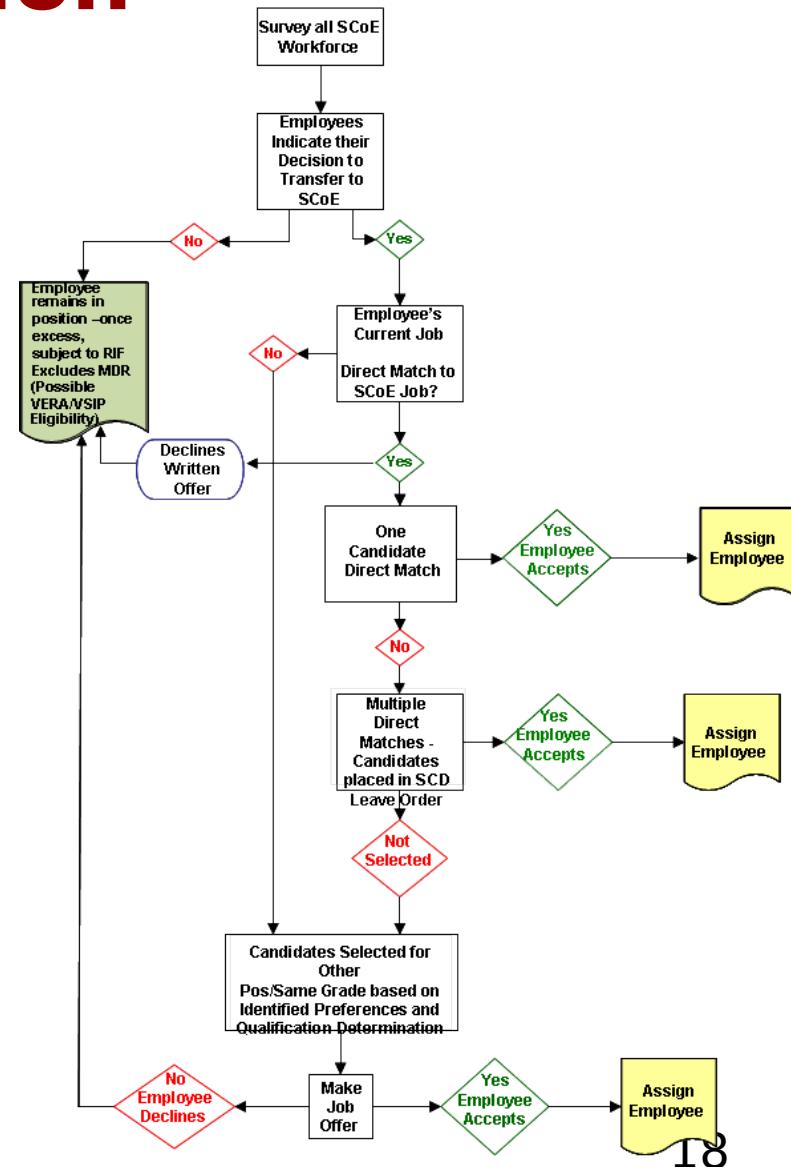
Construction Schedule



Civilian BRAC Personnel

Transition

- **Guiding Principle: Taking care of our Civilian workforce while sustaining the mission and being fair.**
- **Process guarantees a job at equal pay to everyone who decides to accept**
- **Employees at Ft Lee compete with employees from APG, RSA, Eustis at the same time to level playing field**
- **We expect to make offers early next calendar year**
- **Process will get “Right People” into “Right Jobs” for mission success, while being fair**
- **We are exploring ways to incentivize employees to move**



Back

Training Migration to Fort Lee

(Less ASI & Functional Courses)

@ 16% of the TRADOC Training
Mission

APG, MD

AIT - 44B, 44E, 45B, 45G, 45K,
52C, 52D, 63J

BNCOC/ANCOC - 44E, 45K, 52C,
52D, 63B, 63D, 63H

WOBC/WOAC - 913A, 914A, 915A,
915E

BOLC - 89E, 91A

RSA, AL

AIT - 89A, 89B, 89D, 94A, 94H, 94K,
94P, 94T, 94Y

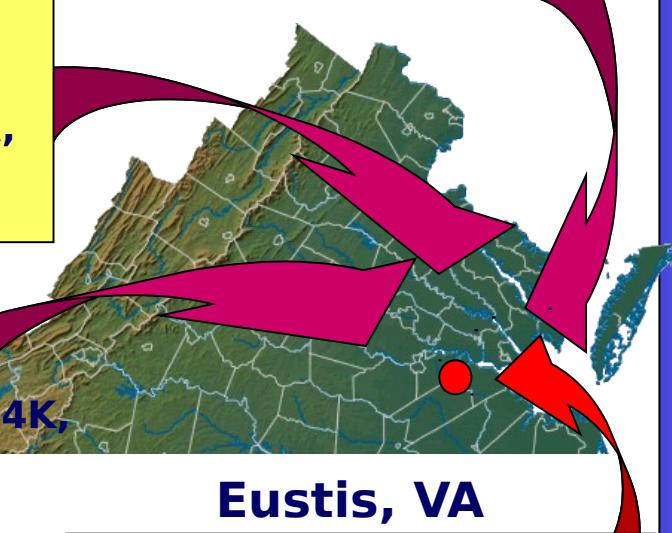
BNCOC/ANCOC - 89B, 89D, 94H, 94K,
94M, 94T

WOBC/WOAC - 890A, 948B, 948D

OFF - 89E

EA, MD

AIT - 63B, 63D, 63H



Eustis, VA

AIT - 88N

BNCOC/ANCOC - 88H, 88K, 88L,
88M, 88N

WOBC/WOAC - 882A

BOLC - 88A

EN - 21 AIT; 21 NCO
44B Metal Worker
44E Machinist
45B Small Arms/Arty
Repair
45G Fire Control Repair
45K Armament Repair
52C Utilities Repair
52D Power Generation
Repair
63B Wheeled Veh Mech
63D SP Artillery Sys Mech
63H Tracked Vehicle Repair
63J QM&Chem Equip
Repair
88H Cargo Spec
88K Water Craft Operator
88L Watercraft Engineer
88M Motor Transport
Operator
88N Trans Mgmt
Coordinator
89A Ammo Stk Contr and
Acct
89B Ammo Specialist
89D EOD Specialist
94A Missile Sys Repairer
94H TMDE Maint Spec
94K Apache Atk Heli
Repair
94P MLRS Repair
94T Avenger Sys Repair
94Y IFTE Operator &
Maintainer
WO - 8
882A Mobility Tech
890A Ammunition Tech
913A Armt Systems Tech
914A Allied Trades Tech
915A Auto Maint Tech



BRAC MOVEMENT OF CIVILIANS

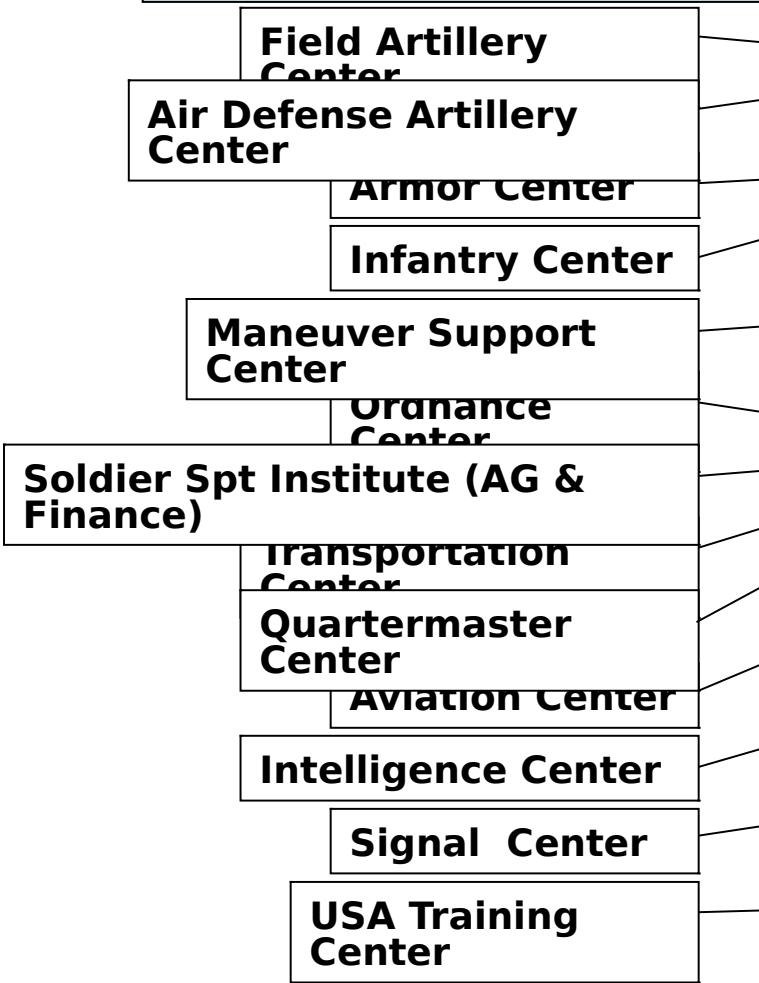
TRADOC Centers of
Excellence



TRADOC REORGANIZATION

TODAY FY 07

Centers and Schools (13)

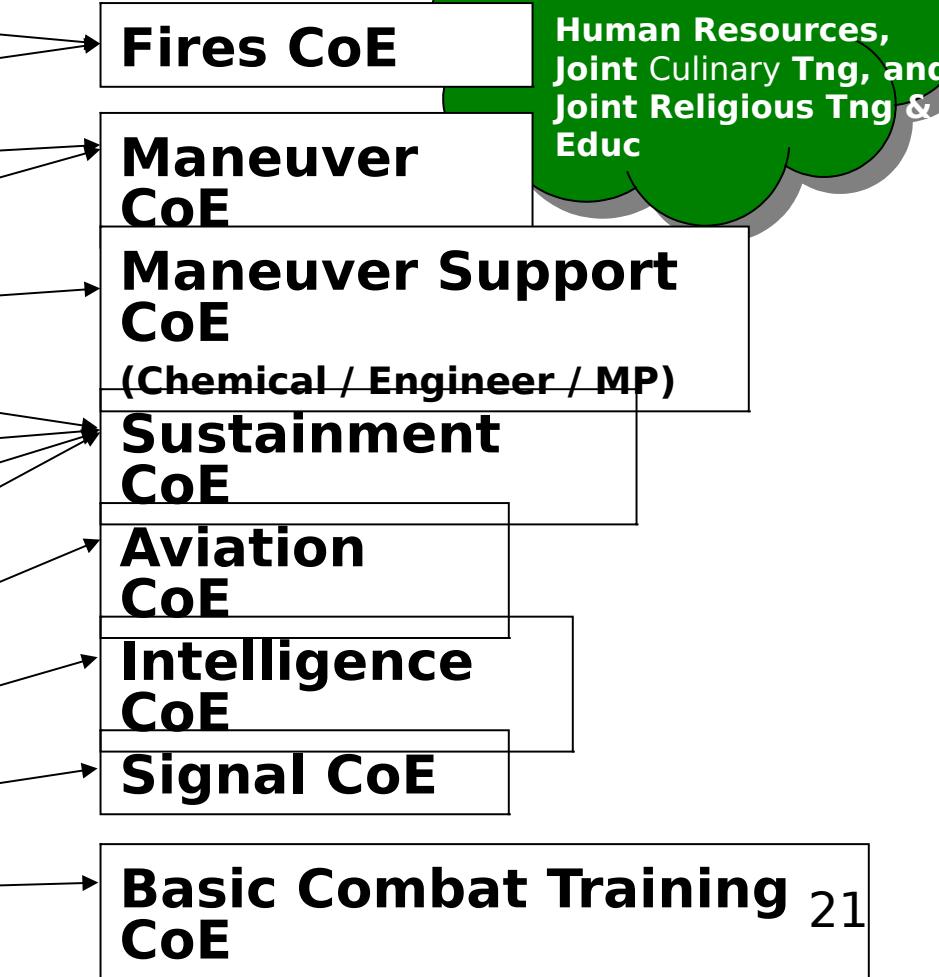


FUTURE FY 08-11

Centers of Excellence

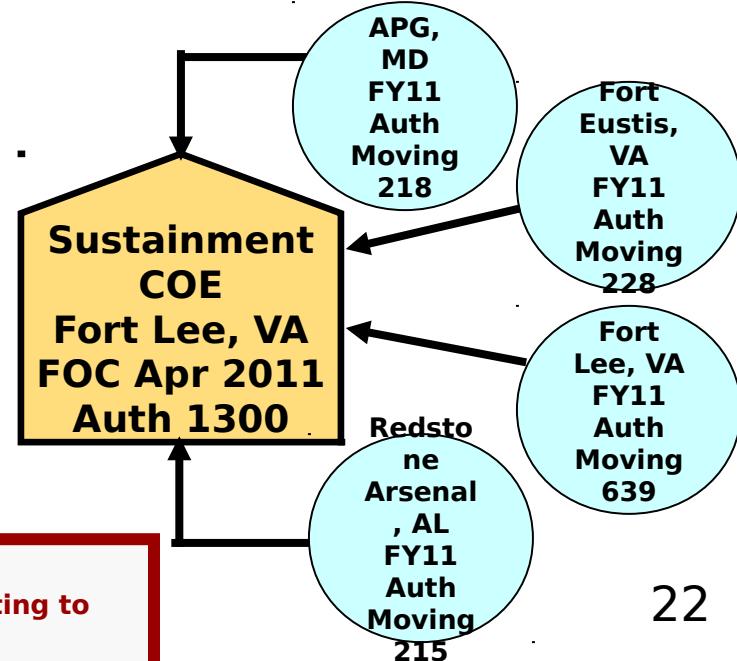
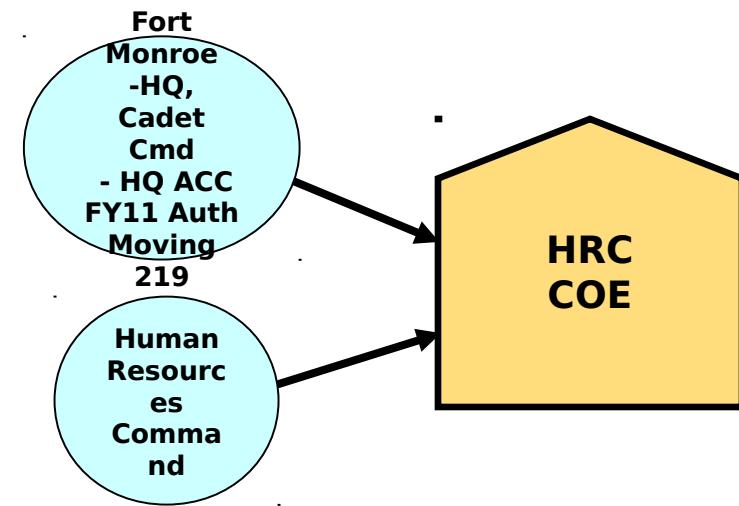
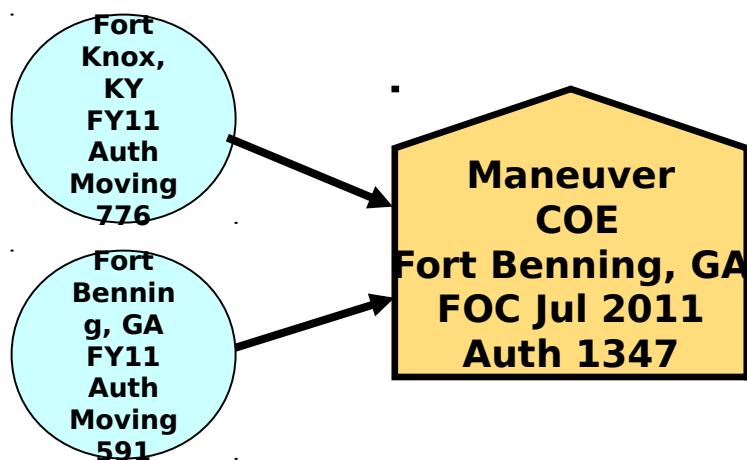
(8) Does not follow

Does not include the following Centers:





TRADOC BRAC - CENTERS OF EXCELLENCE (COE)



Fort Monroe - Closing HQ to Fort Eustis, VA
836 Civilians

3300 TRADOC Civilian Jobs are Relocating to Other Locations



COMMANDERS' CONCERNS

- **Taking care of civilian employees**
- **Sustaining the mission**
- **Avoid perception that any group of employees is disadvantaged**



EMPLOYEE TRANSITION PROCESSES

- **Transfer of Function**
- **Transfer of Work**
- **TRADOC Volunteer Process**



VOLUNTEER PROCESS

- **Current, permanent employees realigning into the Center of Excellence will be allowed to volunteer for the new positions in the Centers of Excellence.**
- **All employees who volunteer to realign will be guaranteed a job at their same grade level or equivalent.**
- **Employees may volunteer for unlimited number of positions at their same grade level or equivalent. All “Direct Matches” will be made first**
- **Employees will be provided a timeframe for movement of the positions.**
- **Employees who volunteer will provide a resume.**



VOLUNTEER PROCESS (cont'd)

- **All employees at the impacted Schools/Centers compete equally**
- **Employees must be fully qualified:**
 - IAW OPM qualifications standards
 - Meet medical/physical and/or special requirements
- **If more than one volunteer qualifies for a Direct Match, SCD for leave will determine placement**
- **If multiple volunteers qualify for a non Direct Match,**
a panel comprised of HR representatives and SMEs from the realigning Schools/Centers will determine placement

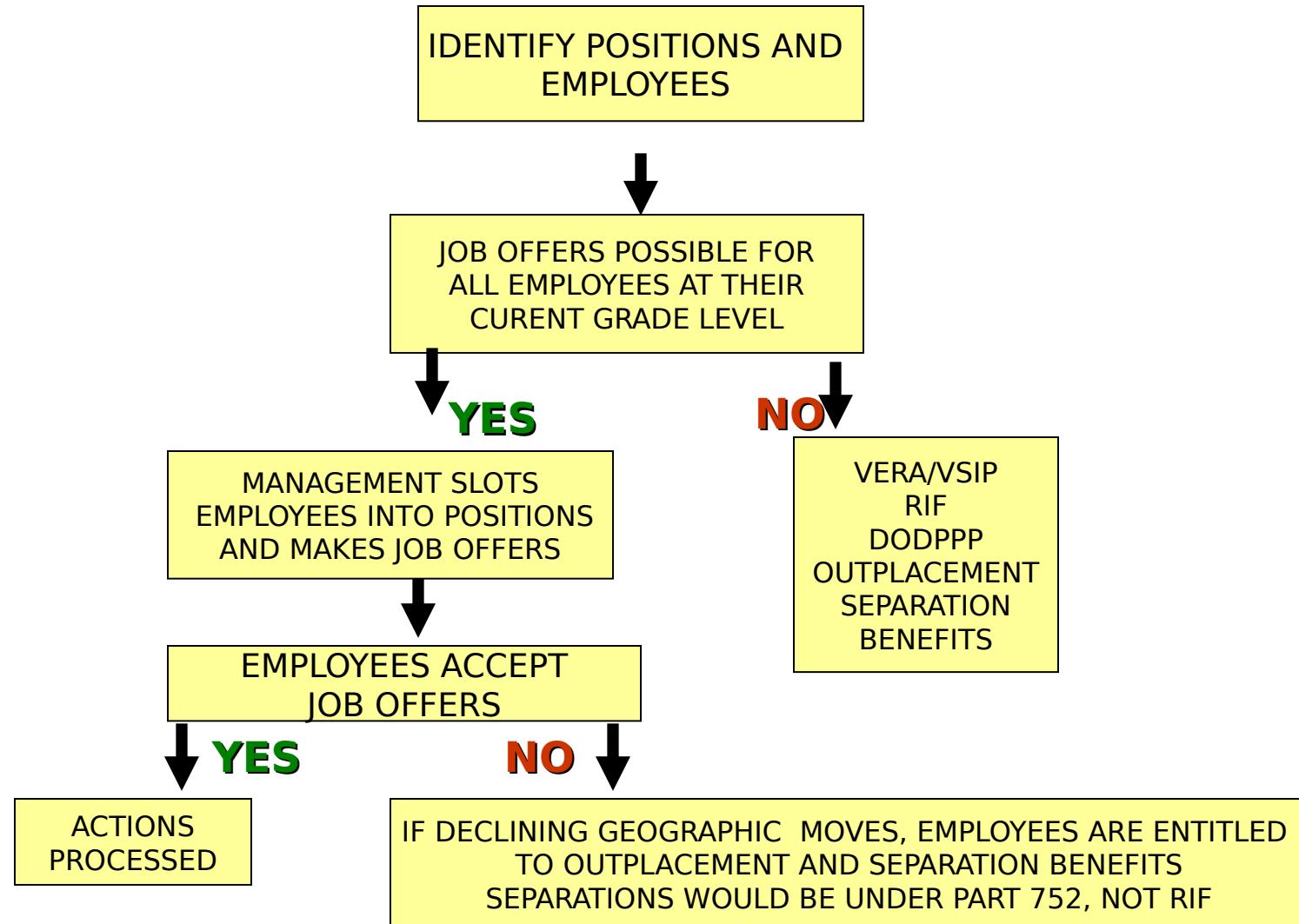


BOTTOM LINE

- **Voluntary process is:**
 - **Most flexible**
 - **Employees receive same protection**
 - **Critical skills move to Center of Excellence**
 - **Management participates in process (Determines appropriate job offers to those who are not offered a “Direct Match” position)**
- **Agreement from**
 - **Maneuver (Benning, Knox)**
 - **Fires (Bliss, Sill)**
 - **Sustainment (Lee, Eustis, APG, RSA)**
 - **TRADOC DCG**
 - **Use similar process throughout TRADOC**



TRANSFER OF FUNCTION/WORK/VOLUNTEER





MANAGEMENT FLEXIBILITIES

- **Management Directed Reassignment**
 - Employee directed to Center of Excellence (COE), if critical skills needed
- **In Lieu of RIF Offer**
 - Reassignments to COE (includes outside of commuting area)
- **Voluntary Early Retirement Authority (VERA)**
- **Voluntary Separation Incentive pay (VSIP)**



VOLUNTARY SEPARATION INCENTIVE PAY (VSIP)

- Lump sum payments to encourage permanent employees to voluntarily resign or retire.
 - Help avoid reductions-in-force or minimize involuntary separations due to reduction-in-force (RIF), base closure, transfer of function, reorganization or to restructure.
- Management tool, not employee entitlement.
- Buyout amount = \$25,000 maximum.
- Employees can resign or opt for early/optional retirement.
- Voluntary Early Retirement Authority can be used with or without VSIP.
- VSIP **WILL NOT** be offered if there is a placement offer at the gaining installation at the same grade level.
- VSIP may be offered if an employee volunteers to separate in order to save another employee from separation.
- VSIP may be offered if there is no placement at a comparable grade level.



REDUCTION IN FORCE (RIF)

- **Employees will participate in RIF at their current location who:**
 - have not voluntarily separated**
 - have not declined a management directed reassignment**
 - are not scheduled to move**
 - have not been placed in another job**
 - have not accepted, and subsequently declined a position in the COE**



Permanent Change of Station (PCS)

Benefits and Entitlements

All relocating employees will receive appropriate Permanent Change of Station (PCS) benefits and entitlement

- **Movement of Household Goods**
- **Travel to New Duty Station**
- **Dependent Travel**
- **Miscellaneous Expense Allowance**
- **Defense National Relocation Program *or* Real Estate Expense**
- **Discretionary Benefits - TRADOC encourages payment**
 - **Temporary Quarters and Subsistence Expenses**
 - **House Hunting Trip (HHT)**



BENEFITS AND ENTITLEMENTS

(when leaving Federal Service)

- **Discontinued Service Retirement**
- **Severance Pay**
- **Unemployment Compensation**
- **Continued Health Insurance**
- **Lump sum payment of annual leave**
- **Leave pending retirement (to gain eligibility)**
- **May be offered VSIP/VERA**



What to do Now

- **Job Announcements**
 - All permanent job announcements in activities scheduled to relocate should include information on relocation
- **Recruitment Decisions**
 - Determine duty location
 - Determine whether to fill positions as Temporary, Term or Permanent
- **Mobility Agreements**
 - HQ DA G-1 BRAC authorized TRADOC to use mobility agreements, on case by case basis, for vacant positions affected by BRAC



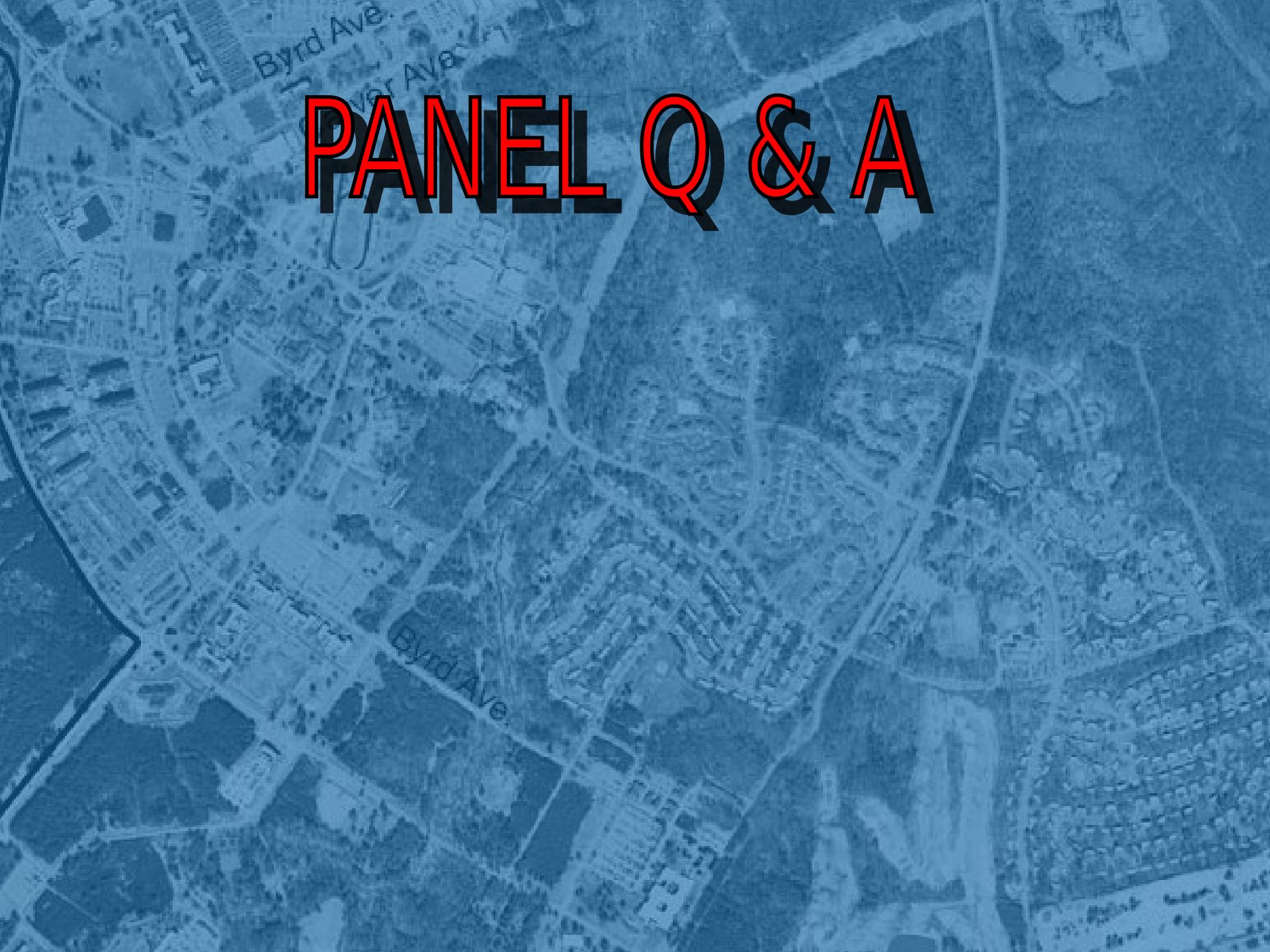
Flexibilities

- **Retention Incentive**
 - May be used if an employee would be likely to leave Federal service to retain skills or unusual qualifications
- **Relocation Incentive**
 - May be used to encourage highly skilled employees to move to new location
- **Temporary Change of Station**
 - 6-30 months to new location and return to resign/retire when time ends
- **VSIP**
 - Offer in phased execution through COE stand up
 - May be offered, based on restructure in current organization, prior to BRAC reorganization
- **Delayed Permanent Change of Station**
- **Virtual** – Allow employees to remain an losing site until skills no longer needed
- **TDY** – employees sent to gaining activity for short duration



TRANSITION ASSISTANCE (when not relocating)

- **Priority Placement Program**
- **Reemployment Priority Program**
- **Interagency Career Transition Assistance Program**
- **Mandatory Placement into other TRADOC vacancies**
- **Job Swap Program**
- **Voluntary RIF**
- **Relocation services**
- **Retraining Programs**

A faint, blue-toned aerial map of a residential neighborhood serves as the background. Street names, including 'Byrd Ave' and 'Byrd St', are visible in white text. A large, dark blue rectangular area with a thin white border is positioned in the lower-left corner.

PANEL Q & A



QUESTIONS / CONCERNS



EMAIL

BRAC Transition Assistance for DOD Civilian Employees

<http://www.cpms.osd.mil/bractransition>

askthechief@apg.armymil

eOrdnanceU Forum
<http://ordnanceu.army.mil>



QUESTIONS / CONCERNS

WEBSITES

Links are:

www.ci.hopewell.va.us

www.colonial-heights.com

www.petersburg-va.org

www.co.chesterfield.va.us

www.dinwiddieva.us

www.princegeorgeva.org

For the military the employment links are:

www.usajobs.opm.gov and

www.cpol.army.mil

OC&S TOWN HALL
MEETING
CLOSING THOUGHTS

BRAC UPDATE
2007



BG REBECCA HALSTEAD
Chief of Ordnance



BRAC - TIMELINE

FY 06	FY07	FY08	FY09	FY10	FY11
<ul style="list-style-type: none"> • BRAC announces OC&S move 	<ul style="list-style-type: none"> • Conducted Charrettes • RFPs RTA • Begin building SCoE HQs & ALU 	<p>Construction:</p> <ul style="list-style-type: none"> • 3 Barracks • DFAC • 1 BDE HQ • 1 BN HQ • TSED • 6 Bldgs Central Campus 	<p>MOVE:</p> <ul style="list-style-type: none"> • OC&S • 61ST OD • BDE • 16th OD BN • Trng APG • RFPs RTA for remaining facilities 	<p>Construction:</p> <ul style="list-style-type: none"> • Barracks • 1 BN HQ • Munitions/ EOD Dept • Remaining Central Campus • FAPH 	<p>MOVE:</p> <ul style="list-style-type: none"> • APG-EA • 59th OD • Bde • 832d OD BN • OMEMS • WTAD

SCoE HQ
Groundbreaking

Deadline
14 September
2011

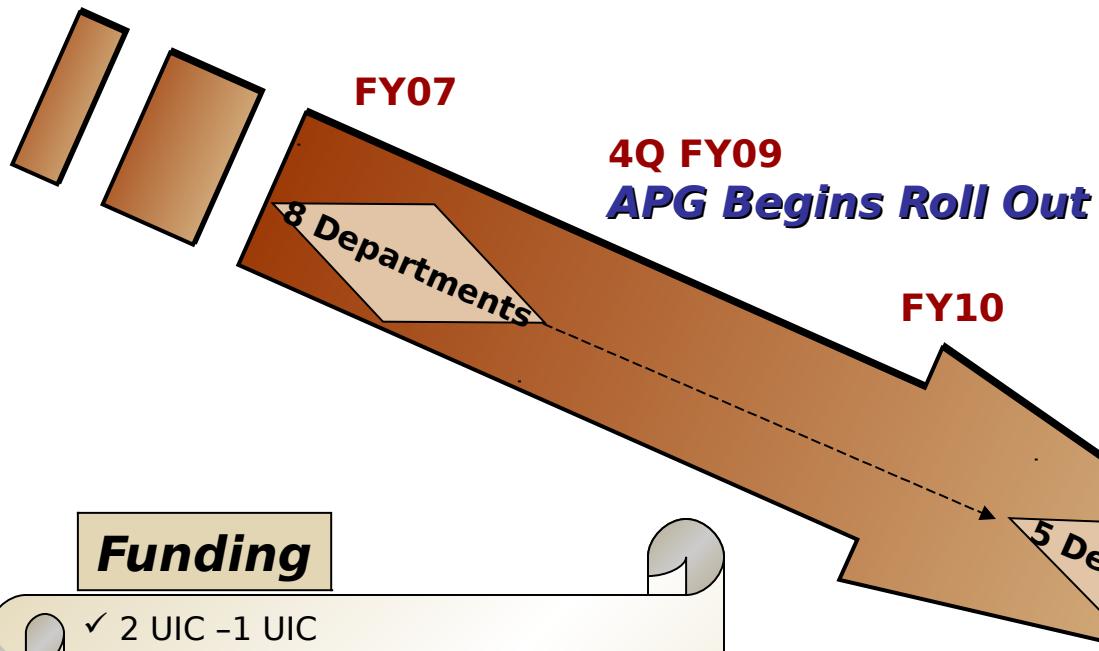


THOUGHTS TO LEAVE YOU WITH...



- ✓ We are still a nation and Army at war.
- ✓ We are still transforming and growing the Army.
- ✓ We will continue to execute our mission of training over 5000 soldiers a day... train the Load!
- ✓ We will take care of all our people and families... be responsive, flexible, and innovative.
- ✓ We will minimize disruption/double moves... BRAC is a DOD mission... team effort . . . **TEAM SUCCESS!**
- ✓ The chain of command will keep you informed.

OC&S STRATEGY



Courses

- ✓ **FY09** APG Total Student Load = 111
- ✓ 85 courses to move
- ✓ 44 Moving by module
- ✓ 41 Moving by Course
- ✓ Moves occur FY09 thru FY11
- ✓ Minimize Split Ops
- ✓ Shared Equipment
- ✓ Shared Instructors
- ✓ GTA-Increased Student Load

Funding

- ✓ 2 UIC -1 UIC
- ✓ **FY 09** APG Move Funded
- ✓ **FY 11** Edgewood Move Funded
- ✓ **FY 11** RSA Move UFR
- ✓ Contract Instructors Requirement (GTA/Split Ops)
- ✓ PCS Moves
- ✓ Training New Instructors
- ✓ Full Pack & Move VS. Instructor self move

C2

- ✓ APG (North) FY09
- ✓ Edgewood FY11
- ✓ RSA FY11
- ✓ Split Ops

SCoE

1 UIC
1 OD BDE

FY11